RSAC 2025 Conference

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Why Aren't We Building Leaders in the Technology Space?

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The Need for Adaptable Leadership
Businesses today face constant changes and challenges, requiring leaders to be adaptable to ensure sustainability and growth. Effective leaders must prioritize empathy, active listening, and flexibility to navigate diverse workplace dynamics and drive team performance successfully.

“Everything rises and falls on leadership” - John C. Maxwell

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What title best describes where you are on your career journey

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Setting the Stage: Complexity in Technology

The **technology landscape** is characterized by **constant change** and **increasing complexity**, driven by advancements like AI, IoT, and big data. Organizations face the challenge of adapting to these shifts while ensuring they remain competitive and innovative.

Importance of Leadership in Technology

Strong leadership is **critical** in **technology** to not only **manage change** but also to **drive innovation** and strategic initiatives.

Effective leaders foster a culture of collaboration, empowering teams to navigate challenges and seize opportunities amidst uncertainty.

Core Theme: Proactive Leadership Development

Proactive leadership **development** ensures organizations cultivate leaders at all levels who can respond effectively to technological changes. A focus on leadership **training** and **mentorship** can fill critical gaps, driving growth and enhancing organizational resilience in the digital age.

Statistics on Leadership Scarcity

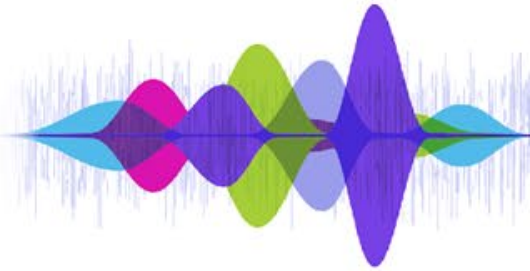
Recent studies show that **76% of companies report a lack of effective leadership** as a significant barrier to achieving business objectives.

With only **25% of organizations actively investing in leadership** development programs, the gap continues to widen, adversely affecting future growth.

Impacts on Innovation and Productivity

The **absence** of strong leaders in technology leads to **diminished innovation**, as teams lack the guidance needed to pursue bold ideas. Furthermore, **productivity suffers** due to unclear direction and ineffective decision-making processes, ultimately affecting overall business performance.

Financial Implications of Neglecting Leadership



A lack of focus on leadership development can result in significant financial losses. Organizations may miss opportunities for growth, face higher turnover costs, and struggle against competitors who prioritize effective leadership training. **Investment in leadership development correlates with higher revenue and enhanced market share.**

LEADERSHIP IS THE CAPACITY TO TRANSLATE VISION INTO REALITY.

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Using word phrases or single words; what's the most important characteristic of "good leadership?"

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Characteristics of “Good” Leadership

- **Accountability**
- **Integrity**
- **Communication**
- **Empathy**
- **Judgment**

- **Vision**
- **Adaptability**
- **Resilience**
- **Delegation (empowerment)**
- **Strategy**

Management Responsibility to Mentor

Challenges in Talent Identification and Development

- Identifying leadership talent in technology is complex.
- High turnover rates hinder talent development.
- There's an oversupply of technical skills versus managerial capabilities.
- Organizations often lack structured leadership development programs for technical staff.

How do I get opportunities to lead? Where to start!

- Always be engaged in learning your craft
- Raise your hand for difficult opportunities
- Show yourself to be a student of the discipline
- Provide briefings on your work (level up your comm skills)
- Understand that your evolution will not happen overnight

A Personal Leadership Development Plan

- Define your leadership goals.
- Assess your current skills and identify gaps.
- Seek out mentorship and feedback.
- Engage in continuous learning and development.
- Create a timeline and track your progress.

Importance of Training Programs

Training programs are essential for **skill enhancement** and **leadership readiness**. Workshops on communication, strategic thinking, and decision-making create a robust foundation for emerging leaders. Investing in comprehensive training yields long-term benefits in innovation and organizational agility.

Best Practices for a Leadership Culture

Cultivating a leadership culture involves **recognizing** and **rewarding leadership** behaviors across all levels. Encouraging open **communication** and **collaboration** fosters an environment where individuals feel empowered to lead. Organizations that embed these practices see enhanced creativity and employee engagement.

Recap of Key Takeaways

- Strong leadership is essential at all levels in technology.
- Leadership development leads to increased innovation and productivity.
- Many tech companies face a leadership deficit and lack development programs.
- Organizations with leadership training programs outperform competitors financially.
- Cultivating a leadership culture fosters creativity and employee engagement.

Apply What You Have Learned Today

- Encouraging dialogue about leadership challenges can yield actionable insights.
  - **How? ENGAGE IN DIALOGUE (Join a leadership roundtable in 2025)**
- Companies that invest in leadership development see improved outcomes, including increased innovation, higher productivity, and enhanced competitive advantage.
  - **How? Request LEADERSHIP TRAINING from HR (2025)**
- Seek personal development
- **Take on the attitude of a student or continuous learner**
  - **How? Subscribe to Harvard Business Review (near term)**

Management is doing things right; leadership is doing the right things.

Q & A

01 Questions about any of the content covered today?

02 Additional thoughts on leadership and development?

03 Experiences you would like to share?

Thank You!

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